Social Security Administration
Office of the Inspector General

Controls Over Employee Verification Programs (A-03-06-15036)

Our objective was to assess controls over each employee verification program and identify best practices.

To assist employers with accurate wage reporting, the Social Security Administration (SSA) has implemented several voluntary verification programs that allow employers to verify whether the names and Social Security numbers (SSN) of existing and newly-hired employees match the Agency's records prior to submitting their wage reports to SSA. These verification programs include the Employee Verification Service (EVS) Telephone/Fax, EVS for Registered Users, and the Social Security Number Verification Service.

SSA also participates in a joint initiative with the Department of Homeland Security (DHS), the Employment Eligibility Verification System (EEVS), formerly known as the Basic Pilot. EEVS assists employers in verifying the employment eligibility of newly-hired employees. Participating employers register online with DHS to use the voluntary system. The information the employer submits to DHS is sent to SSA to verify the name, SSN, and date of birth match SSA's records. SSA also provides DHS with U.S. citizenship information, as recorded in SSA's records. When SSA's records indicate U.S. citizenship and the employee has alleged U.S. citizenship, employment authorization is confirmed. DHS confirms the current employment-authorization for non-citizens.

We made eight recommendations to the Agency. SSA agreed with all but one of our recommendations.